



Substitute for form 1449A/PTO		Application Number	09/641,866
INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(use as many sheets as necessary)</i>		Filing Date	August 18, 2000
		First Named Inventor	Roland R. Thompson et al.
		Art Unit	3626
		Examiner Name	Bleck, Carolyn M.
		Attorney Docket Number	69172.000008 (FLD0002)
Sheet	1 of 6		

U.S. PATENT DOCUMENTS					
*Examiner Initials	Cite No.	DOCUMENT NUMBER Number - Kind Code (if known)	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages or Relevant Figures Appear
/MT/		US- 3,686,482	08-1972	Gelder	
		US- 4,937,743	06-1990	Rassman et al.	
		US- 5,111,391	05-1992	Fields et al.	
		US- 5,113,430	05-1992	Richardson, Jr. et al.	
		US- 5,164,897	11-17-1992	Clark et al.	
		US- 5,255,305	10-1993	Sattar	
		US- 5,325,292	06-1994	Crockett	
		US- 5,369,570	11-1994	Parad	
		US- 5,416,694	05-1995	Parrish et al.	
		US- 5,548,506	08-1996	Srinivasan	
		US- 5,592,375	01-07-1997	Salmon et al.	
		US- 5,634,055	05-1997	Barnewall et al.	
		US- 5,832,497	11-1998	Taylor	
		US- 5,862,223	01-19-1999	Walker et al.	
		US- 5,884,270	03-16-1999	Walker et al.	
		US- 5,911,134	06-1999	Castonguay et al.	
		US- 5,913,029	06-1999	Shostak	
		US- 5,913,201	06-1999	Kocur	
		US- 5,918,207	06-1999	McGovern et al.	
		US- 5,974,392	10-1999	Endo	
		US- 5,978,768	11-02-1999	McGovern et al.	
		US- 6,044,354	03-2000	Asplen, Jr.	
↓		US- 6,044,355	03-2000	Crockett et al.	
		US- 6,049,776	04-2000	Donnelly et al.	

EXAMINER SIGNATURE	/Michael Tomaszewski/	DATE CONSIDERED	06/19/2007
--------------------	-----------------------	-----------------	------------

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Substitute for form 1449A/PTO INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(use as many sheets as necessary)</i>		Application Number	09/641,866
		Filing Date	August 18, 2000
		First Named Inventor	Roland R. Thompson et al.
		Art Unit	3626
		Examiner Name	Bleck, Carolyn M.
Sheet	2 of 6	Attorney Docket Number	69172.000008 (FLD0002)

U.S. PATENT DOCUMENTS					
*Examiner Initials	Cite No.	DOCUMENT NUMBER Number - Kind Code (if known)	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages or Relevant Figures Appear
/MT/		US- 6,058,432	05-2000	Factor	
		US- 6,061,506	05-09-2000	Wollaston et al.	
		US- 6,064,977	05-16-2000	Haverstock et al.	
		US- 6,192,346	02-20-2001	Green	
		US- 6,253,188	06-26-2001	Witek et al.	
		US- 6,266,659	07-24-2001	Nadkarni	
		US- 6,275,812	08-14-2001	Haq et al.	
		US- 6,301,574	10-09-2001	Thomas et al.	
		US- 6,311,192	10-30-2001	Rosenthal et al.	
		US- 6,370,510	04-09-2002	McGovern et al.	
		US- 6,381,592	04-30-2002	Reuning	
		US- 6,381,640	04-30-2002	Beck et al.	
		US- 6,385,620	05-07-2002	Kurzius et al.	
		US- 6,415,259	07-02-2002	Wolfinger et al.	
		US- 6,457,005	09-24-2002	Torrey	
		US- 6,466,914	10-15-2002	Mitsuoka et al.	
		US- 6,524,109	02-25-2003	Lacy et al.	
		US- 6,564,188	05-13-2003	Hartman et al.	
		US- 6,567,784	05-20-2003	Bukow	
		US- 6,675,151	01-06-2004	Thompson et al.	

EXAMINER SIGNATURE	/Michael Tomaszewski/	DATE CONSIDERED	06/19/2007
*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.			

Substitute for form 1449A/PTO INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(use as many sheets as necessary)</i>		Application Number	09/641,866
		Filing Date	August 18, 2000
		First Named Inventor	Roland R. Thompson et al.
		Art Unit	3626
		Examiner Name	Bleck, Carolyn M.
Sheet	3 of 6	Attorney Docket Number	69172.000008 (FLD0002)

FOREIGN PATENT DOCUMENTS								
*Examiner Initial	Cite No.	FOREIGN PATENT DOCUMENT		Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages or Relevant Figures Appear	TRANSLATION	
		Country Code Number-Kind Code (if known)					YES	NO
/MT/		JP	10-003492	01-06-1998	STC International Computers Ltd.		<input type="checkbox"/>	<input type="checkbox"/>

OTHER DOCUMENTS - NON-PATENT LITERATURE DOCUMENTS								
*Examiner Initial	Cite No.	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published					TRANSLATION	
							YES	NO
/MT/		"Automated Substitute Finder System," Fall 1994, URL: http://www.csba.org/ssd/samples/Technology/automated.htm					<input type="checkbox"/>	<input type="checkbox"/>
		Haddad, Anne, "Computer Calls for Substitutes," <i>The Sun</i> , December 15, 1994					<input type="checkbox"/>	<input type="checkbox"/>
		Stepp, Diane, "School Watch: The Daily Hunt for Substitute Teachers," <i>The Atlanta Journal, The Atlanta Constitution</i> , April 9, 1998					<input type="checkbox"/>	<input type="checkbox"/>
		"Myriad locations, student populations no longer hinder substitute management system," <i>The Journal</i> , Nov. 1993					<input type="checkbox"/>	<input type="checkbox"/>
		Willis, William. "Telephony products enhance convenience, communication & distance learning," <i>The Journal</i> v23 n7 p12(4), Feb. 1996					<input type="checkbox"/>	<input type="checkbox"/>
		Gellerman, Elizabeth. "Telephone technology increases communication across the board," <i>The Journal</i> v21, n10 p14(4) May 1994					<input type="checkbox"/>	<input type="checkbox"/>
		Wilson, Carol. "The start of something big," <i>Telephony</i> , Jul. 6, 1992 [online printed from Internet on 8/22/02]					<input type="checkbox"/>	<input type="checkbox"/>
↓		"Bellsouth annual meeting takes shareholders back to school and demonstrates education-related technologies," <i>PR Newswire</i> , Apr. 27, 1992 [online printed from Internet on 8/22/02]					<input type="checkbox"/>	<input type="checkbox"/>

EXAMINER SIGNATURE /Michael Tomaszewski/	DATE CONSIDERED 06/19/2007
---	-----------------------------------

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

Substitute for form 1449A/PTO INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(use as many sheets as necessary)</i>		Application Number	09/641,866
		Filing Date	August 18, 2000
		First Named Inventor	Roland R. Thompson et al.
		Art Unit	3626
		Examiner Name	Bleck, Carolyn M.
Sheet	4 of 6	Attorney Docket Number	69172.000008 (FLD0002)

OTHER DOCUMENTS - NON-PATENT LITERATURE DOCUMENTS				
*Examiner Initiate	Cite No.	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published	TRANSLATION	
			YES	NO
/MT/		"TeacherReacher' A New Feature," NEA Today v11, Nov. 1992 [online printed from Internet on 8/22/02]	<input type="checkbox"/>	<input type="checkbox"/>
		Hippel et al. "Temporary employment: Can organizations and employees both win?" The Academy of Management Execution, vol. 11, pp. 93-104, Feb. 1997	<input type="checkbox"/>	<input type="checkbox"/>
		Adecco [online], 1997 [retrieved on Mar. 10, 2002]. Retrieved from Internet: <URL: http://www.Usadecco.com [online printed from Internet on 03/10/02]	<input type="checkbox"/>	<input type="checkbox"/>
		Poindexter, Joanne. "Teacher absence plan ok'd policy calls for using substitutes," Roanoke Times and World News, Aug. 9, 1996 [online printed from Internet on 3/10/02]	<input type="checkbox"/>	<input type="checkbox"/>
		LaPlante, Joseph. "New policy drafted to overcome shortage of substitute teachers," Providence Journal - Bulletin, Apr. 23, 1996 [online printed from Internet on 3/10/02]	<input type="checkbox"/>	<input type="checkbox"/>
		Givens, Ann. "Schools struggle to find substitute teachers." The Patriot Ledger, Dec. 20, 1997 [online printed from Internet on 3/10/02]	<input type="checkbox"/>	<input type="checkbox"/>
		LaPlante, Joseph. "Two school departments struggle to fill vacancies. There's no substitute for a substitute..." Providence Journal - Bulletin Nov. 25, 1998 [online printed from Internet on 3/10/02]	<input type="checkbox"/>	<input type="checkbox"/>
		Sunoo, Brenda. "Thumbs up for staffing Web sites," Workforce v76 n10 pp: 67-72, Oct. 1997	<input type="checkbox"/>	<input type="checkbox"/>
		Business Ware Services, Inc. - Temp Wizard Solutions	<input type="checkbox"/>	<input type="checkbox"/>
		Bridgware Systems - Staffing Industry Software Products	<input type="checkbox"/>	<input type="checkbox"/>
V		ASA Staffing World - Expo: Exhibitors	<input type="checkbox"/>	<input type="checkbox"/>

EXAMINER SIGNATURE /Michael Tomaszewski/	DATE CONSIDERED 06/19/2007
*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.	

INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(use as many sheets as necessary)</i>		Application Number	09/641,866
		Filing Date	August 18, 2000
		First Named Inventor	Roland R. Thompson et al.
		Art Unit	3626
		Examiner Name	Bleck, Carolyn M.
Sheet	5 of 6	Attorney Docket Number	69172.000008 (FLD0002)

OTHER DOCUMENTS - NON-PATENT LITERATURE DOCUMENTS				
*Examiner Initials	Cite No.	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published	TRANSLATION	
			YES	NO
/MT/		Clearview Staffing Software	<input type="checkbox"/>	<input type="checkbox"/>
		CRS, Inc. - Human Resource Automation, <u>Sub Finder, Make Every Day A Productive Day!</u> , CRS - SubFinder Page, pp. 1-3. Available at website: http://www.crs-ivr.com/sub-subfinder.asp	<input type="checkbox"/>	<input type="checkbox"/>
		CRS, Inc. - Human Resource Automation, <u>Interfacing</u> , CRS - Interfacing Page, pp. 1-2. Available at website: http://www.crs-ivr.com/sub2-interfacing.asp	<input type="checkbox"/>	<input type="checkbox"/>
		CRS, Inc. - Human Resource Automation, <u>Technology</u> , CRS - SubFinder Technology Page, Page 1 of 1. Available at website: http://www.crs-ivr.com/sub2-technology.asp	<input type="checkbox"/>	<input type="checkbox"/>
		CRS, Inc. - Human Resource Automation, <u>Network Configurations</u> , CRS - Network Configurations Page, pp. 1-3. Available at website: http://www.crs-ivr.com/sub2-networkconfigurations.asp	<input type="checkbox"/>	<input type="checkbox"/>
		eSchool SOLUTIONS, <u>Substitute Employee Management System (SEMS)</u> , © 1999, 2000, 2001 eSchool, pp. 1-2. Available at website: http://www.eschoolsolutions.com/sems.htm	<input type="checkbox"/>	<input type="checkbox"/>
		eSchool SOLUTIONS, <u>SEMS Advantage version 2.8 release announced</u> , Press Release 09/21/2000, pp. 1-2. Available at website: http://www.eschoolsolutions.com/press_release/StaffCenter28-5-15-01.htm	<input type="checkbox"/>	<input type="checkbox"/>
		Computer Software Innovations, Inc., <u>Substitute Online Demo - an online tool for managing substitute teachers</u> , Substitute Logon, © 1999, Page 1 of 1. Available at website: http://www.subdemo.com/subdemo/webcode/4_0.html	<input type="checkbox"/>	<input type="checkbox"/>
		Substitute Online, Inc., <u>Logon Page</u> , © 1999, Page 1 of 1. Available at website: http://www.substituteonline.com/subOnline/webcode/main/logon.asp	<input type="checkbox"/>	<input type="checkbox"/>
∇		Thomas L. Dean, "Decision Support for Coordinated Multi-Agent Planning," ACM 1986, pp. 81-91	<input type="checkbox"/>	<input type="checkbox"/>

EXAMINER SIGNATURE /Michael Tomaszewski/	DATE CONSIDERED 06/19/2007
---	-----------------------------------

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(use as many sheets as necessary)</i>		Application Number	09/641,866
		Filing Date	August 18, 2000
		First Named Inventor	Roland R. Thompson et al.
		Art Unit	3626
		Examiner Name	Bleck, Carolyn M.
Sheet	6 of 6	Attorney Docket Number	69172.000008 (FLD0002)

OTHER DOCUMENTS - NON-PATENT LITERATURE DOCUMENTS				
*Examiner Initials	Cite No.	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published	TRANSLATION	
			YES	NO
/MT/ ↓		Prior art IVR ("interactive voice response") systems and/or services that were known and/or used and/or sold and/or offered for sale by others in one or more employment-related fields, including without limitation, IVR systems and services for use in substitute employee management that were commercially available from the Defendant at least as early as December 21, 1997.	<input type="checkbox"/>	<input type="checkbox"/>
		T.H.E. Journal L.L.C., <u>Arrange for Substitute Teachers Online, August 1999 - Telecommunications</u> , T.H.E. Journal Online : Technological Horizons in Education, January 2002, Page 1 of 1. Available at website: http://www.thejournal.com/magazine/vault/A2120.cfm	<input type="checkbox"/>	<input type="checkbox"/>
		Baca, Aaron. "Throwing out the sub routine now computers, not secretaries, can find substitutes for absent teachers," The Santa Fe New Mexican, Feb. 20 1996 [online printed from Internet on 8/22/02]	<input type="checkbox"/>	<input type="checkbox"/>
↓		Daly, Lesley. "Substitute teacher shortage hits schools," April 24, 1998 [retrieved from the Internet]	<input type="checkbox"/>	<input type="checkbox"/>

EXAMINER SIGNATURE /Michael Tomaszewski/	DATE CONSIDERED 06/19/2007
<p>*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.</p>	



PTO/SB/08b(08-03)

Approved for use through 07/31/2008. OMB 0851-0031.
U.S. Patent and Trademark Office; U.S. DEPARTMENT OF COMMERCE

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it contains a valid OMB control number

Substitute for form 1449B/PTO SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT BY APPLICANT <i>(Use as many sheets as necessary)</i>		Complete if Known	
		<i>Application Number</i>	09/641,866
		<i>Filing Date</i>	August 18, 2000
		<i>First Named Inventor</i>	Bemasconi
		<i>Art Unit</i>	3626
		<i>Examiner Name</i>	C. Black
		<i>Attorney Docket Number</i>	1913-1-3
Sheet	1	of	1

NON PATENT LITERATURE DOCUMENTS			
Examiner Initials *	Cite No. ¹	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published.	T ²
/MT/		Arrange for Substitute Teachers Online; Computer Software Innovations, Inc.; T.H.E. Journal Vol 27; No. 1 August 1999	
/MT/		Subs are needed! Fast!; Computer Software Innovations, Inc. May 1999	

Examiner Signature	/Michael Tomaszewski/	Date Considered	06/19/2007
--------------------	-----------------------	-----------------	------------

*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.
¹ Applicant's unique citation designation number (optional). ² Applicant is to place a check mark here if English language Translation is attached.
 This collection of information is required by 37 CFR 1.98. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 120 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.

If you need assistance in completing the form, call 1-800-PTO-9199 and select option 2.